GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:950
ANSWERED ON:22.07.2016
Sexual Harassment of Women in Government/Non-Government Institutions
Solanki Dr. Kirit Premjibhai

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) whether there is an increase in the incidents of molestations, sexual harassment abuse of women working in Governments and non-Governments institutions and if so, the number of such incidents reported during each of the last three years and the current year, State/UT and institution-wise;
(b) the number of cases in which victim women get justice and the number of cases pending in the courts;
(c) whether constitution of Internal Complaints Committee (ICC) is mandatory in all Ministries/Departments of Union/ State Governments and in private sector, if so, the details and compliance status thereof; and
(d) the further measures taken by the Government for stringent implementation of the Act?

Answer

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI MANEKA SANJAY GANDHI)

(a) & (b) Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the appropriate Government to monitor the implementation of this Act and maintain data on the number of cases filed and disposed off and there is no centralized mechanism to collect such data. However, the National Crime Records Bureau (NCRB) has started collecting data under the category of insult to the modesty of women (section 509 of IPC) at office premises since 2014. A total of No. of 57 cases were registered and 47 persons were Chargesheeted out of which 2 person are convicted during 2014. The State-wise details of number of Cases Registered (CR), Person Chargesheeted (PC) and Person Convicted (PCV) during 2014 is annexed.

(c) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates all the workplace which include any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment.
The Act cast an obligation upon all the employers to constitute Internal Complaint Committee. If any employer fails to constitute an Internal Complaint Committee, or contravenes or attempts or abets contravention of other provisions of this Act or any rules made there under, he shall be punishable with fine which may extend to fifty thousand rupees.
(d) The Ministry of Women and Child Development had issued advisories to all States/UTs Government on 23rd December, 2013 and 27th October, 2014 to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised to ensure the compliance of the Act time to time.
Further, Ministry of Corporate Affairs along with the industry bodies, Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested to ensure effective implementation of the Act amongst their members in the private sector.
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